Table 16. 1: Human Capital Interventions and Respective Actors Interventions Actors Objective 1: To improve the foundations for human capital development 1. Institutionalize training of ECD caregivers at public PTCs and enforce the regulatory and quality assurance system of ECD standards MoES, MoGLSD, MoFPED, MoLG, Private Sector, DPs 2. Promote optimal Maternal, Infant, Young Child and Adolescent Nutrition practices a. Strengthen the enabling environment for scaling up nutrition at all levels b. Promote consumption of fortified foods especially in schools with focus on beans, rice, sweat potatoes, cooking oil, maize. c. Promote dietary diversification d. Develop the national food fortification policy and law MoH, MoES, MoGLSD, MTIC, MoFPED, MoLG, MAAIF, Private Sector (eg Maama Care Foundation), DPs 3. Increase access to immunization against childhood diseases MOH, MoGLSD 4. Improve adolescent and youth health a. Provide youth-friendly health services b. Establish community adolescent and youth-friendly spaces at sub county level c. Include youth among the Village Health Teams MOH, MoGLSD, Private Sector, CSOs 5. Strengthen the family unit to reduce domestic violence, child deprivation, abuse and child labour MoGLSD, MoJCA, MoIA, MoFPED, MoLG, Private Sector, CSOs 6. Equip and support all lagging primary, secondary schools and higher education institutions to meet Basic Requirements and Minimum Standards (BRMS) MoES, MoH, MoGLSD, MoFPED, MoLG, NCHE, MoWE, Private Sector, DPs 7. Roll out Early Grade Reading (EGR) and Early Grade Maths(EGM) in all primary schools to enhance proficiency in literacy and numeracy MoES, MoLG, LGs, Private Sector, CSOs 8. Implement an integrated ICT enabled teaching, school level inspection and supervision MoES, MoICT&NG, MoLG, MoFPED 9. Develop and implement a distance learning strategy a. Invest in basic remote ICT-enabled learning infrastructure b. Liaise with Higher Education Institutions, and Technology Companies and Entrepreneurs to design and roll-out remote learning platforms with greater penetration in marginalized communities c. Procure and distribute solar powered radio sets for all households in the country to support distance learning and community mobilisation d. Procure and distribute two solar powered TV sets to each village in the country to support distance learning and community mobilisation. This should be first piloted before full roll-out e. Establish a national Radio and TV station dedicated to education and distance learning MOES, MoICT&NG, Telecom companies, HEI’s, ICT Entrepreneurs, LGs 10. Upgrade EMIS to include tracking enrolment, drop-out, retention, and uniquely identify learners, teachers, and institutions. MoES, NITA-U, LGs, UBOS 11. Integrate Education for Sustainable Development into the school curriculum MoES, NCDC, MoLG 12. Implement a National Strategy against Child Marriage and Teenage Pregnancy MOH, MoES, MGLSD, MoLG, LGs, NPC, NPA Objective 2: To produce appropriate knowledgeable, skilled and ethical labour force 1. Establish a functional labour market a. Establish a functional labour market information system b. Develop and implement an apprenticeship and job placement policy and programme c. Extend internship programme to out-of-school youths d. Conduct regular tracer studies MoGLSD, MoES, UMA, PSFU, MTIC, MoLG, NCHE, UBOS 2. Roll out the modularised TVET curricula for all formal TVET programmes as to attain a flexible demand driven TVET system in Uganda. MoES, UMA, PSFU, MTIC, MoGLSD, DIT, Industry NATIONAL PLANNING AUTHORITY 174 Interventions Actors 3. Support the TVET institutions that have the minimum requisite standards to acquire International accreditation Status MoES, Training Institutions, Accreditation bodies, Industry 4. Refocus and support Vocational Training Institutions (schools, institutes and colleges) to deliver a dual training system for TVET (i.e. 80percent training in industry and 20 percent learning in the institution) and Universities (ie 40percent training in industry and 60 percent training in institution). MoES, MoTIC, MoGLSD, NCHE, UMA, PSFU, industry 5. Provide incentives to increase enrolment in skills-scarce TVET programmes to reverse the currently inverted skills triangle MoPS, MOFPED, MOES, NCHE 6. Implement the National Strategy for Girls Education, by among others strengthening affirmative action for enrolment of girls and PWDs in BTVET MOES, LGs, MGLSD 7. Accelerate the acquisition of urgently needed skills in key growth areas a. Develop comprehensive national and sectoral Human Resource Development Plans (HRDP) b. Consolidate and centralize capacity building initiatives in the public service in line with the HRDP c. Operationalise the Skills Development Fund as provided for by the TVET Policy and incentivise the private sector to offer training of their employees in the scare skills areas d. Align the issuance of work permits in line with the HRDP e. Establish and implement a National Central Admission System for higher education and link higher education admissions and financing to the critical skill needs identified in the plan f. Introduce a minimum of one year of compulsory TVET training immediately after A’level before enrolling for further education g. Link allocation of scholarships and loan financing to critical skill needs identified in the plan h. Assess and certify the competencies acquired by trainee beneficiaries during apprenticeship, traineeship, indenture training, and further training and or upgrading in order to foster promote the relevancy of skills training and lifelong learning MoPS, MoES, MoFPED, NCHE, MoGLSD, MTIC, DIT, UMA, PSFU, MoFA, MoIA, NPA, Tertiary Institutions, HESFEB, Industry 8. Provide the required physical infrastructure, instruction materials and human resources for Higher Education Institutions including Special Needs Education MoES, MoFPED, NCHE, Universities 9. Implement an incentive structure for the recruitment, training, and retention of the best brains into the teaching profession across the entire education system MoES, MoFPED, Industry 10. Introduce initiatives for retaining children in formal school for at least 11 years. NPA, MoPS, MoGLSD, Sectors and LGs, MoES, MoFPED, NCHE, Universities 11. Develop digital learning materials and operationalize Digital Repository NCDC, MoES Objective 3: To streamline/emphasise STEI/STEM in the education system 1. Provide early exposure of STEM/STEI to children (eg introduction of innovative science projects in primary schools) MoES, MoSTI, MoFPED, MoLG, NCDC 2. Provide the critical physical and virtual science infrastructure in all secondary schools and training institutions MoES, MoFPED, MoSTI 3. Adopt science project-based assessment in the education curricular MoES, UNEB, NCDC, MoSTI 4. Promote STEM/STEI focused strategic alliances between schools, training institutions, high calibre scientists and industry a. Prioritise STEI/STEM for programme and institutional accreditation; b. Prioritise STEI/STEM admissions and financing at Higher Education Institutions; c. Prioritize investment in STEI/STEM Research and incubation to transform it into goods and services for national growth and societal wellbeing. MoES, MoSTI, Private sector, UMA, HESFEB, NCHE, HEIs, Universities, Industry 5. Link primary and secondary schools to existing science-based innovation hubs MoES, MoSTI, Universities, NCHE THIRD NATIONAL DEVELOPMENT PLAN (NDPIII) 2020/21 - 2024/25 175 Interventions Actors Objective 4: To improve population health, safety and management 1. Reduce the burden of communicable diseases with focus on high burden diseases (Malaria, HIV/AIDS, TB, Neglected Tropical Diseases, Hepatitis), epidemic prone diseases and malnutrition across all age groups emphasizing Primary Health Care Approach MoH, UCI, UHI, MoES, MoGLSD, MoLG, MoW&T, MoPS, Private Sector, CSOs, HDPs, OPM, UAC, Cultural and Religious Institutions 2. Prevent and control Non-Communicable Diseases with specific focus on cancer, cardiovascular diseases and trauma. a. Establish centres of excellence in provision of oncology, cardiovascular and trauma services at both national and regional levels and foster regional integration; b. Position Uganda as a medical tourism destination in the region. MoH, UCI, UHI, MoES, MoGLSD, MoLG, MoW&T, MoPS, Private Sector, CSOs, HDPs, OPM, UAC, LGs, Community, Cultural and Religious Institutions 3. Improve the functionality of the health system to deliver quality and affordable preventive, promotive, curative and palliative health care services focusing on: a. Ensure adequate human resources for health at all levels, with special focus on specialized and super specialized human resources; b. Emergency medical service and referral system; c. Expanding geographical access; d. Availability of affordable medicine and health supplies including promoting local production of medicines (including complementary medicine); e. Undertake continuous training and capacity building for in-service health workers; f. Develop and implement service and service delivery standards targeting lower middle-income standards. MoFPED, MoH, MoLG, MoPS, MoICT&NG, NPC, NMS / JMS, Professional Councils, Professional Associations, Medical Bureaus, Private Health Providers, HDP 4. Improve maternal, adolescent and child health services at all levels of care a. Invest in appropriate guidelines, health care package, infrastructure, technologies and human resource capacity for neonatal services at all levels of health care; b. Develop and implement a comprehensive set of interventions to reduce teenage pregnancies, with a special focus on hot spot districts; c. Increase investment in child and maternal health services at all levels of care. MoH, UCI, UHI, MoES, MoGLSD, MoLG, MoW&T, MoPS, Private Sector, CSOs, HDPs, OPM, UAC, LGs, Community, Cultural and Religious Institutions 5. Increase access to inclusive safe water, sanitation and hygiene (WASH) with emphasis on increasing coverage of improved toilet facilities and handwashing practices a. Invest in effective management of the entire WASH value chain segments such as containment, emptying, transportation, treatment, safe reuse or disposal. MWE, OPM, MoH, MoLG, MoW&T, MoGLSD, MoES, MEMD, MoIA, Medical Bureaus, Private Health Providers, HDP 6. Increase access to Sexual Reproductive Health (SRH) and Rights with special focus on family planning services and harmonised information MoH, MWE, NPC, MoLG, MoGLSD, Private Sector, CSOs, HDPs, Community, Religious leaders, DPs 7. Increase financial risk protection for health with emphasis on implementing the national health insurance scheme MOH, Parliament, MoFPED 8. Promote health research, innovation and technology uptake MOH, Research & academic Institutions, Health MDAs, MSTI, Private sector 9. Establish and operationalize mechanisms for effective collabouration and partnership for health at all levels OPM, MoH, MoLG, MWE, MoW&T, MoGLSD, MoES, MEMD, MoIA, Medical Bureaus, Private Health Providers, HDP NATIONAL PLANNING AUTHORITY 176 Interventions Actors 10. Improve nutrition and food safety with emphasis on children aged under 5, school children, adolescents, pregnant and lactating women and vulnerable groups. OPM, MoH, MoLG, MAAIF, MWE, MoGLSD, MoES 11. Improving Occupational Safety and Health (OSH) management. MoGLSD, MoH, MoLG, MoW&T, MoGLSD, MoES, MoIA 12. Promote physical health activities and behavioural change across all categories of the population MoH, MoES, MoGLSD, MoLG, LGs 13. Promote delivery of disability friendly health services including physical accessibility and appropriate equipment MoH, MoLG, MoW&T, MoGLSD, MoES 14. Strengthen population planning and development including civil registration, vital statistics registration and population data bank at National and Sub national levels MFPED, NPC, NPA, UBOS, NIRA, URSB, MoIAs, MoDVA, MoLGs 15. Establish and operationalize a multisectoral home-grown school feeding initiative OPM, MoH, MoLG, MWE, MoGLSD, MoES, MAAIF, MoFPED, NDA, MTIC, Private Sector, Host LG, Development Partners 16. Reduce the burden of HIV epidemic and its impact on the socio-development of communities, using the multisectoral approach UAC, MoH, All MDAs, Civil Society, Private Sector, Development Partners Objective 5: Reduce vulnerability and gender inequality along the lifecycle 1. Expand scope and coverage of care, support and social protection services of the most vulnerable groups and disaster-prone communities MoGLSD, OPM 2. Establish early warning systems for disaster preparedness including risk reduction and management of national and global health risks. MoGLSD, UNMA, OPM, MoFPED, NEMA, MoH, LGs 3. Expand livelihood support, labour-intensive public works, and labour market programmes to promote green and resilient growth MoGLSD, MoLG 4. Expand and reform contributory social security schemes to the informal sector to cover more risks and provide a wider range of benefits MoGLSD, MoFPED, URBRA 5. Promote Women’s economic empowerment, leadership and participation in decision making through investment in entrepreneurship programmes, business centres MoGLSD, MoES, MoLG, LGs, DPs, CSOs 6. Scale up Gender Based Violence (GBV) prevention and response interventions at all levels MoGLSD, MoES, MoFPED, LGs, NPC, DPs, CSOs, UPF, Judiciary, MoJCA 7. Support Gender equality and Equity Responsive Budgeting in all Sectors and Local Governments MoGLSD, EOC, MoFPED, LGs, NPC, DPs, CSOs 8. Implement a National Male Involvement Strategies in promotion of gender equality MoGLSD, MoH, MoES, MoLG, LGs 9. Implement the Uganda Gender Policy Action Plan MGLSD, CSOs, Private Sector, LGs, All MDAs 10. Reform and strengthen youth employment policies and programmes towards a demand driven approach MGLSD, CSOs, Private Sector, LGs, Objective 6: To Promote Sports, recreation, and physical education 1. Develop and implement a framework for institutionalizing talent identification, development, and professionalization. MoES, MoGLSD, MoLG, NCS, Sports Clubs 2. Introduce accredited sports and physical education as stand-alone curricular subject(s) in schools and for sports coaches, administrators, and technical officials MoES, NCDC, NCS, MoLG, Universities 3. Establish regional sports-focused schools/sports academies to support early talent identification and development, and the training of requisite human resources for the sports sub-sector. MoES, MoFPED, NCS, Sports Clubs THIRD NATIONAL DEVELOPMENT PLAN (NDPIII) 2020/21 - 2024/25 177 Interventions Actors 4. Protect existing sports facilities and construct appropriate and standardized recreation and sports infrastructure at national, regional, local government and schools in line with the country’s niche’ sports (i.e. football, netball, athletics, golf and boxing) MoES, MoFPED, NCS, Sports Clubs & Associations, FUFA, Private Sector 5. Leverage public private partnerships for funding of sports and recreation programmes Private sector, MoES, MoFPED, NCS, Sports Clubs 6. Develop and implement professional sports club structures to promote formal sports participation MoES, MoFPED, NCS, Sports Clubs